

329 The greatest release of employment ~
464 recent years has been in the metal industry, due
to the war reparations which had to be delivered
principally in the form of machines, ships, loco-
466 motives, etc. After World War II production
and working capacity showed a serious decline
and, to help matters, Factory Committees were
established, consisting of representatives of the
employer, the workers and the staff. A Factory
Committee forms a kind of advisory body dealing
with questions relating to the economy and out-
put of the industry, labor conditions, the effect-
ive use of fuel and raw materials, and proper
marketing of the products. It also strives to
promote the professional skill of the laborers
and serves as arbitrator in labor disputes.

33 The gross value of the output by the various
industrial groups in 1949 ranked as follows:

-64 excellent salaries, especially the carpenters and metal workers.

462 The number of women employed in industry has been steadily increasing. In 1910 it was 36.5 per cent, in 1940 43.1 per cent of all persons engaged in industry. During the war years the percentage of women workers rose over 50 per cent, to return afterwards to the pre-war level. In 1946 there were 87,682 woemn employed in industry, 37.0 per cent of the total number of 236,723.

466 It is prohibited to employ child labor (children
464 under 15) in industry, and the adolescent workers (under 18) are specially protected. It is prohibited also to employ adolescents for dangerous machine work, handling heavy loads, or working in mines and quarries. They are not kept at work after 7:00 P. M., and their day may not begin before 7:00 A.M. 255-

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243 begin before 7:00 A. M. Expectant mothers also are specially protected. Heavy work is prohibited to them, and an employer is not permitted to give notice to a woman because of pregnancy. Moreover, expectant mothers are allowed a twelve-week paid vacation, starting not later than a month before the expected date of delivery.

466 Workers usually retire at the age of seventy, unless disabled by sickness or accident. Experience during war years showed that women and old people form a reserve labor force which may be successfully used in case of need.

427 Unemployment. Finland has never been plagued by chronic unemployment. Collecting of data did not begin until the depression years, from 1929 on, and in February, 1932, the number

000 Industrial workers 1190 1400 -

465 Many agricultural workers receive their pay partly in kind, but this is a matter of agreement between the employer and employee, and no uniform system exists. Another group of workers, who receive part of their salaries in kind, are domestic servants. An Act of the year 1949 regulates their working hours and established norms for their salaries, according to the cost of living in different localities, but since domestic help is difficult to get, the workers often enjoy salaries far above the prescribed norms.

657 Family allowances are paid by the State, not by the employer, but

466 allowances for children (\$62 per annum for each child under 16, regardless

657 of the family's economical status) are partly
466 collected from the employer, while the rest
comes from public funds. Family allowances
are paid to needy families, mostly in kind, an
average of \$13-\$17 annually for each child.

466 Compensation has been paid for workers in-
745 jured in accidents since 1895. The newest sys-
tem, dating from 1948, provides free medical
care for persons injured in labor accidents or
suffering from occupational diseases, and free
artificial limbs for those who need them. Daily
allowances are equal to 50-75 per cent of the
regular wages, and if a permanent disability
ensues, annuities up to 80 per cent are paid.
Relief pensions, also up to 80 per cent, are
paid to the widow and other dependents of a
worker killed in an accident.

● 466 Working conditions. Especially in the newer industries, working conditions are good, and in the older ones many improvements have been made. According to the Labor Protection Act, 10 cubic meters per worker of air space in a workroom are required, as well as sufficient floor space. The room must be fitted with windows and adequately lighted, and order and cleanliness, ventilation and the most favorable temperature and degree of humidity permitted by the work done must be maintained. In addition, special eating, washing and dressing quarters must be provided. There are detailed stipulations in connection with safety appliances for power machines, tools and power transmission, and first aid equipment must be kept on hand. Special factory inspectors, appointed under the auspices of the Ministry for Social

- 46. Affairs, supervise the various industries to make sure these provisions are observed.

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Annex "A," Subparagraph 1n,

Sociological Background

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FORCED LABOR

There exists no slave labor in Finland.

Annex "A," Subparagraph 10,

Sociological Background

LABOR RELATIONS AND ORGANIZATION

675 The relations between employer and employees developed in Finland towards the end of the nineteenth century on a voluntary basis with labor contracts. In Finnish law a labor contract is an agreement under the terms of which one party, the worker, undertakes to work for a second-party, the employer, in return for remuneration and under the direction and supervision of the latter. The first labor organizations were born around the same time, and in 1907 a central body, the Organization of Finnish Trade Unions, was established. During the Russian revolution however, it became Communist controlled, and inner friction resulted. In 1930 the whole organization was abolished by the

+ 28 delivery of war reparations to the Soviet Union.

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+ 68 From 1946 on, a special Labor Court has been
in operation which deals with disputes concern-
ing the validity, application and content of
collective agreements. The members of the
Court consist of a president and 8 members,
appointed by the President of the Republic, the
president and two of the members directly, the
other on the recommendation of the employers'
and employees' organizations. The findings of
the Labor Court are final. In 1948, during its
first year of operation, the Labor Court dealt
with 13 cases, 9 of which were submitted by
employers' federations, 3 by workers' associa-
tions, and 1 by the public authorities.

451 The Factory Committees, prescribed by law,
486 act as mediators in the settlement of disputes
between employers, workers and staff personnel,

as mentioned in Subparagraph 1m. In addition,

466 there are government-appointed mediators,

whose duties are outlined in a law of 1946.

These mediators hold office only three years at a time, and each has a specific territory in

which he is expected to follow the development

of labor relations. A strike is forbidden unless

the party concerned has submitted to the proper

mediator and, to the opposing party, duly wit-

nessed warning of the strike threat at least two

weeks prior to the proposed date. The mediator

must immediately inform the Ministry of Social

Affairs, and must call a mediation conference,

which the employer and the trade union involved

are obligated to attend. If no agreement is

achieved, the mediator again has to inform the

Ministry without delay.

000 The League of the Trade Unions is a powerful

Wages and Hours of Labor

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cost of living in different parts of the country. These standards are obtained by fixing the unit prices for different types of work performed, such as cutting and barking 1 cubic meter³ of pulpwood, pit props, etc., and by adding up the average amount of work that an experienced and able-bodied lumberer or timber hauler accomplishes under normal conditions in an 8-hour day. The present unit price for cutting and barking a cubic meter cord of pulpwood or pit props of more than 10 centimeters⁴ in thickness, ranges from 15.00 to 21.00 markkaa, and of less than 10 centimeters in thickness, from 22.00 to 31.00 markkaa, depending on the logging district. Lumberers engaged in cutting sawlogs are paid from 0.45 to 0.80 markka per cubic foot of barked log and from 0.30 to 0.55 markka per cubic foot of unbarked log. Timber haulers receive from 0.45 to 0.80 markka per cubic foot for the first kilometer⁵ and 0.10 markka more for each additional kilometer. The actual earnings (see table 10) usually exceed the standard wages, since lumbering and timber hauling is piece work and 10-hour days are not uncommon. Lumberers and timber haulers and their horses are usually provided with lodgings by the logging companies during the logging season.

Inspectors appointed by the Lumbering Wage Division for the 14 logging districts see that the unit prices fixed in an agreement approved by the employers and workers are observed. Should the daily earnings in some district fall below normal, immediate measures are taken to increase the unit prices for work in that district.

Table 10 gives the standard wages and actual average daily earnings for lumberers and timber haulers (man, horse, and equipment).

TABLE 10 Standard Wage and Average Actual Earnings Per Day in Logging Industry in Finland, 1937 and 1938

¹ Average exchange rate of markka in 1937 and May 1938 = 2.2 cents

Occupation	Standard wage per day		Actual average earnings per day	
	1937	1938	1937	1938
Country as a whole	Markkaa	Markkaa	Markkaa	Markkaa
Lumberers	32.88	38.51	39.81	47.06
Timber haulers (man, horse, and equipment)	80.54	112.36	97.99	124.01
14 districts				
Lumberers	30.00-45.00	32.34-51.37	37.00-52.00	42.18-60.38
Timber haulers (man, horse, and equipment)	67.50-123.75	94.31-152.33	92.50-130.00	108.44-160.22

It appears from the above figures that the average daily earnings of lumberers during the winter of 1937-38 were 22 percent higher, and of timber haulers 10 percent higher, than in 1936-37.

Figures giving the average earnings of timber floaters are not available, but their hourly wage standards in 1938 ranged from 5.25

³ Cubic meter = 1.356 cubic yards.

⁴ Centimeter = 0.3937 inch.

⁵ Kilometer = 0.62137 mile.